

## Message Text

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PAGE 01 GENEVA 07953 231834Z  
ACTION IO-14

INFO OCT-01 ISO-00 PER-01 L-03 ABF-01 TRSE-00 OMB-01  
SIL-01 LAB-04 /026 W  
-----090865 240344Z /23  
R 231820Z MAY 78  
FM USMISSION GENEVA  
TO SECSTATE WASHDC 0023  
INFO USMISSION USUN NEW YORK

LIMITED OFFICIAL USE GENEVA 07953

E.O.11652:N/A  
TAGS: ILO, PLAB  
SUBJECT: UN ADMINISTRATION - GENEVA GENERAL SERVICE  
SALARIES

REF: GENEVA 06063

1. MISSION HAS OBTAINED ADVANCE COPY OF ADMINISTRATIVE  
TRIBUNAL ADVISORY OPINION CONCERNING THE INTRODUCTION  
OF THE GENERAL SERVICE SALARY SCALE IN THE ILO. WE  
UNDERSTAND THE OPINION WILL BE MADE PUBLIC MAY 24 OR 25.

2. THE ILO ADMINISTRATIVE TRIBUNAL HAS DECIDED THAT THE  
IMPLEMENTATION OF THE NEW SALARY SCALE IN THE ILO:

A. WOULD, IF TAKEN WITHOUT PRIOR NEGOTIATIONS WITH  
THE STAFF UNION, BE A BREACH OF THE AGREEMENT BETWEEN  
THE ADMINISTRATION AND THE STAFF UNION EVIDENCED BY THE  
DOCUMENT OF 23 APRIL 1976; BUT

B. WOULD NOT INFRINGE THE RIGHTS OF THE OFFICIALS  
CONCERNED UNDER THEIR CONTRACTS OF EMPLOYMENT AND UNDER  
THE STAFF REGULATIONS.

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3. THE BASIS FOR THE TRIBUNAL'S DECISION PER PARAGRAPH  
2 (A) IS BASED ON AN INTERPRETATION OF LABOR LAW, TO  
WIT "WE THINK THAT ALTHOUGH THERE IS NO PROVISION IN THE  
STAFF REGULATIONS REQUIRING THE DIRECTOR GENERAL TO  
NEGOTIATE BEFORE HE CONSULTS THE ADMINISTRATIVE  
COMMITTEE...ON PRINCIPLES OF LABOR LAW, THE STAFF WERE  
RIGHT IN THEIR CONTENTION...THAT HE SHOULD HAVE DONE SO."

THE TRIBUNAL ALSO BASES ITS JUDGMENT ON THE WAY IN WHICH  
HISTORICALLY ALTERATIONS TO THE SALARY SCALES HAVE BEEN  
MADE, CONCLUDING THAT BY AND LARGE THESE WERE DONE  
THROUGH NEGOTIATIONS.

4. MISSION IS POUCHING TEXT OF THE ADMINISTRATIVE  
TRIBUNAL DECISION. VANDEN HEUVEL

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NNN

## Message Attributes

**Automatic Decaptioning:** X  
**Capture Date:** 01 jan 1994  
**Channel Indicators:** n/a  
**Current Classification:** UNCLASSIFIED  
**Concepts:** WAGES, LABOR FORCE  
**Control Number:** n/a  
**Copy:** SINGLE  
**Draft Date:** 23 may 1978  
**Decaption Date:** 01 jan 1960  
**Decaption Note:**  
**Disposition Action:** RELEASED  
**Disposition Approved on Date:**  
**Disposition Case Number:** n/a  
**Disposition Comment:** 25 YEAR REVIEW  
**Disposition Date:** 20 Mar 2014  
**Disposition Event:**  
**Disposition History:** n/a  
**Disposition Reason:**  
**Disposition Remarks:**  
**Document Number:** 1978GENEVA07953  
**Document Source:** CORE  
**Document Unique ID:** 00  
**Drafter:** n/a  
**Enclosure:** n/a  
**Executive Order:** N/A  
**Errors:** N/A  
**Expiration:**  
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**Original Handling Restrictions:** n/a  
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**Subject:** UN ADMINISTRATION - GENEVA GENERAL SERVICE SALARIES  
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**Review Markings:**  
Sheryl P. Walter  
Declassified/Released  
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**Markings:** Sheryl P. Walter Declassified/Released US Department of State EO Systematic Review 20 Mar 2014